



► MARCH IS NATIONAL WOMEN'S HISTORY MONTH!
PAGES.....3-5

► The Spotlight is on:
DIVERSITY FOCAL POINT
TRAVIS WYATT 6

► MAY IS ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE MONTH!
PAGES.....6-8

► DIVERSITY ACTIVITY IDEAS ARE ON :
PAGES.....3,4,5,10,11

• SPRING • 2012

Western Region

Diversity

Director's Corner

Welcome to the Spring Edition of our Diversity Newsletter.

Our observance celebration begins in March by recognizing National Women's History Month. From the first settlers who came to our shores, and the first American Indian families who befriended them, men and women have worked together to build this nation. The achievements, leadership, courage, and strength of the women who built America is as vital as that of the men whose names we know so well. Women's History is an essential and indispensable heritage from which we can draw pride, comfort, courage, and long-range vision. We should encourage discovering stories about our mothers, grandmothers, and great grandmothers to help us better understand their lives, the challenges they faced, and ultimately, ourselves and our own times. Recognizing the dignity and accomplishments of women in our own families and those from other backgrounds leads to higher self-esteem among girls and greater respect among boys and men. To ignore the vital role that women's dreams and accomplishments play in our own lives would be a great mistake. We draw strength and inspiration from those who came before us and those remarkable women working among us today. They are part of our story and a truly balanced and inclusive history recognizes how important women have always been in American society.

Asian Pacific American Heritage Month (APAHM), officially proclaimed "Asian American and Pacific Islander Heritage Month" by President Obama in 2009, is a celebration of the culture, traditions, and history of Asian Americans and Pacific Islanders in the United States. Congress passed a joint Congressional Resolution in 1978 to commemorate Asian American Heritage Week during the first week in May. This date was chosen because two important anniversaries occurred during this time, the arrival of the first Japanese immigrants in American on May 7, 1843 and the completion of the transcontinental railroad by many Chinese laborers on May 10, 1869. Asian Americans and Pacific Islanders have endured and overcome hardship and heartache.

In the earliest years, tens of thousands of Gold Rush pioneers, coal miners, railroad builders, as well as farm and orchard laborers, were subject to unjust working conditions, prejudice, and discrimination, yet they excelled. Currently they are working in positions of leadership within the government more now than ever before. And along with our great servicemen and women, that have defended the United States from threats at home and abroad, serving our Nation with valor.

Let's remember that it is diversity itself that enriches, and is fundamental to the American story.

Vickie



NWS Western Region Director Vickie Nadolski

My Journey to Venus

By Katherine Hohmann: Senior Meteorologist, WFO Reno, NV



Have you ever thought about why you are male or female, or why pink is assigned to girls and blue to boys? Our society and most other cultural traditions assign such a binary system to gender. Public restrooms point this difference out quite clearly as there is the “girls” room and “boys” room. Quite simple, really. Most really do not give it much thought because their mind’s awareness of their gender and their physical body are aligned. For example, one is born physically male and one internally associates that with what society dictates is appropriate for a man.

Well, I can tell you that for some people, it is not so simple. While I am not an expert on the subject, I can say without a doubt, this is a big deal to me. I am a transgendered person. I cannot deny my physical state; physiologically I am a male. That outward identity was given a name - Wendell. However my mind says I am female. You might call that my inward identity. I know her as Katherine. Imagine that you are trapped in the wrong body, or could it be a body trapped with the wrong mind? However you want to look at it, I deal with it on a daily basis and it has taken me 40 years to figure that out. I say that loosely, as I continue to discover new things daily. I certainly cannot expect anyone with typical gender alignment to truly understand; however, I hope to offer at least a glimpse into my world in hope for understanding.

My childhood was rather usual at home and school. Family life included vacations, church, and meals together each evening. At school, I made friends and got into the kind of trouble that kids might normally find, occasionally sending me to the Principal's office! I was always a perfectionist and strong achiever which helped me get through grade school, into college, and finally into a great career. However, underlying all the exterior, an intense inner struggle raged. On one hand, I felt as though I should be a girl. I always wanted to be around the girls and do things with them. I felt more comfortable with them and I wanted to dress like them. I did not like my physical self. I wanted to be a girl! All the while, however, I was scared of those feelings. I could not face my family, for one thing, but most of all, the gender incongruity did not make sense to me.

I became much more aware of it as I grew older and began to question things. I would try to intentionally suppress Katherine. I would hang out with the boys and while doing so, I picked up on a lot of the stereotypical traits and mannerisms that go along with being male. The emotional roller coaster involved was a test of will. Sometimes I would hide from it using alcohol or close the door to my bedroom and sleep for days. Some of the more positive things I did with my life to overcome the conflict included: volunteering on church missions, taking on a new hobby or interests such as hiking and camping, and most importantly, getting married. These were all wonderful developments. However, they were not able to suppress my inner self.

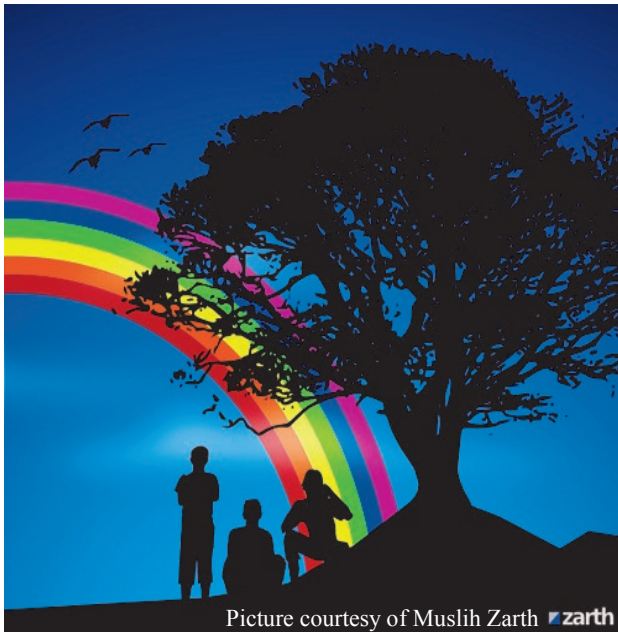
Recent events in my personal life made it all too much to handle. I needed to let Katherine live her life in order to take care of the one person who was closest to me and now undergoing her own crisis. It put me in a most vulnerable position, as decades of fears were suddenly becoming a reality. The fear of rejection was great and there were many new questions rising to the surface. There was the fear that I could no longer be the person my wife knew when we married. She knew about my female side, but how would she respond to my needs while at the same time struggling with her own major life challenges? How would I tell my family that I needed to change my name? How would I answer their claim that this was meant to hurt them or that this was some rejection of our family tradition? After all, my father gave me my original name after Wendell Willkie and he was proud of it. How would such a change affect my work relationships or ability to lead? Some say I am selfish, while others say I am brave. Some have broken our friendship over personal grounds, while new, deeper friendships have developed. I have heard some say it is a choice and all part of a larger agenda. Others say rights for comparable groups in history have justly gained their freedom through revolution. All I can offer is that for me it is reality, and I have to deal with it.

I attend professional counseling and have been able to get through the initial internal rejection process and accept who I am. There are still lots of challenges, but I face them with the help and understanding of others. I have to admit that the topic of diversity was not that big a deal to me in the past. However, after hearing many share their thoughts and trying to realize the challenges of others, I have come to appreciate how different we all are and that it is not always easy to comprehend those differences. At work, we all somehow manage to focus on our mission and get the job done, and when the time came to face my struggle, everyone showed an amazing amount of compassion. I was overwhelmed! It is definitely not an easy road to travel for transgendered people, but those who have supported me have made all the difference. Everyone in the world matters and is important, whether they are the one faced with life’s issues, or the one offering their ear to listen and understand other’s challenges.

“I’d imagine the whole world was one big machine. Machines never come with any extra parts, you know. They always come with the exact amount they need. So I figured if the entire world was one big machine, I couldn’t be an extra part. I had to be here for some reason. And that means you have to be here for some reason too.” - Hugo Cabret in Hugo

Consider viewing the transgender resource films available in the DAC library:

- “Call Me Malcolm” (<http://www.callmemalcolm.com/>)
- “Two Spirits” (<http://twospirits.org/>).



Diversity Activity:

What's Your Color?

By Charlotte Dewey: Meteorologist Intern, WFO Phoenix, AZ

WFO Phoenix, AZ shared in an inexpensive and enjoyable diversity activity at a staff meeting on Feb 22.

The activity involved colors. Our diversity team leader researched and found information on colors; such as the pros/positives, the cons/negatives, the history, meanings and associations about each color.

Everyone was given a sheet to write down their favorite color and their least favorite color and list a short answer of why for each response. After combining all the staff's answers on a white board our team leader presented the information on the colors.

It was very interesting to learn about each person's favorite and least favorite colors, as some peoples favorites were another person's least favorite. Blue was a common favorite color. We found that with the color orange, most people either had a strong feeling for or against. The color orange was not just "kind of liked."

Some reasons people gave for most favorite colors were:

- emotions that they felt,
- if the color looked good on them,
- an associated feeling they got.

Reasons for least favorite color were very similar:

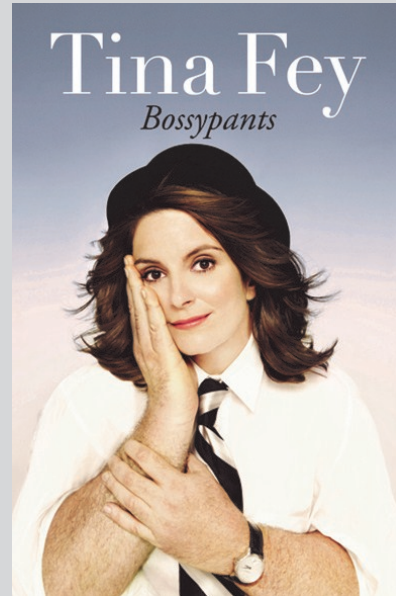
- related to a life experience,
- color looked bad on them (clothing),
- reminded them of dirt (i.e. brown), etc.

The information/research that was presented was very educational and really helped me learn a lot about why I may like or dislike a certain color, or why I use certain colors for certain things.

It was definitely a great activity and conversation starter to learn about each other and our experiences!

Tina Fey's "Bossypants" Book Review:

By Pamela Szatanek: Meteorologist WFO Elko, NV



Tina Fey is nothing short of a creative genius and a results-driven professional. Her latest book "Bossypants" is a reflection on childhood memories and various phases of her career.

While her text is very entertaining, there are a number of salient points that are applicable to multiple professions.

® *Time after time, teamwork produces. Sometimes the key players are not the ones in the spotlight.*

® *Being the boss almost never involves marching around, waving your arms and chanting "I am the boss".*

® *The value of mentoring.*

® *Work life balance.*

® *Playing to your strengths.*

® *The value of hiring the most talented people but remaining steadfast to a "No Hotheads Policy".*

® *Even the most glamorous jobs have occupational hazards.*

® *There is no shame in being creative.*

® *Sexism in the workplace.*

® *You're no one until someone calls you bossy.*

If you are looking for a quick read, a few good laughs, and a glimpse into an unconventional career, you may want to consider adding "Bossypants" to your nook or kindle.

Celebrating Exceptional Women



Joanne Simpson:
A Pioneer in Meteorology

- First female meteorologist to obtain a doctorate.
- Developed the first scientific model of clouds.
- First to discover the hurricane “heat engine.” This process brings energy from the ocean surface to the clouds high above, driving the storm’s awesome power.
- First to reveal what drives the atmospheric currents in the tropics.



Lady WASPs:
Our Hidden Heroes

- The Women Airforce Service Pilots (WASP) and the predecessor groups the Women’s Flying Training Detachment (WFTD) and the Women’s Auxiliary Ferrying Squadron (WAFS) were pioneering organizations of civilian female pilots employed to fly military aircraft under the direction of the U.S. Army Air Forces during WWII.
- The female pilots would end up numbering a little over one thousand, each freeing a male pilot for combat service and duties.
- The WFTD and WAFS were combined on August 5, 1943 to create the paramilitary WASP organization.

Diversity Activity Idea!

David Sweet, Meteorologist from Oxnard, CA WFO, has created some wonderful PowerPoint presentations that are available on the WR Diversity SharePoint site.

To access the presentations for your office, go to the WR SharePoint site, Diversity/EEO, Diversity PowerPoint Presentations, Women’s History Month Presentations ...and enjoy.

Thank you David!

Women's Art: Women's Vision

Pays tribute to the originality, beauty, imagination, and multiple dimensions of women's lives.

The history of women and art is quintessential women's history. It is the story of amazing women's accomplishments, acclaimed at the time but written out of history.



Women Who Made A Difference:
Julia Morgan

- Julia Morgan is considered to be the most important woman architect in history....
- Even though she lived in an era when women were not supposed to be architects at all.
- Her story is one of great determination, overcoming tremendous obstacles to attain her goal.

Women's Education – Women's Empowerment

2012 National Women's History Month

By Karrie Schmidt: WR Federal Women's SEPM, WFO Pocatello, ID

The educational landscape for women in the USA changed dramatically with the enactment of Title IX of the Education Codes of the Higher Education Act Amendments. Passed in 1972 and enacted in 1977, this legislation prohibited gender discrimination by federally funded institutions. It is astounding to think that it took our country nearly 200 years after Harvard was founded in 1636 before the first college to admit women was chartered in 1833. This school was Oberlin, located in Ohio. In 1879, Radcliffe College for women was established as an arm of Harvard, instead of admitting women to their "men's" school. In fact, this trend continued with other institutions of higher education in our country until the early 1970's.

"But reason and religion teach that we too are primary existences...the companions, not the satellites of men,...Education should seek to bring its subject to the perfection of their moral, intellectual, and physical nature ... in order that they may be the means of the greatest possible happiness of which they are capable, both as to what they enjoy and what they communicate."-- Emma Willard



There were several tenacious young women that argued with the so-called experts who claimed women were incapable of intellectual development on a level equal to men. One such pioneer was Emma Willard, who asserted that women are "the companions, not the satellites of men."

Emma Willard was born Emma Hart in 1787 in Berlin, Connecticut to a liberal thinking father. He included his daughter in conversations that were usually reserved for discussions among men, such as philosophy and politics. The local school system was not supportive and at age 12, she began teaching herself geometry and at age 15, Miss Hart entered the Berlin Academy. She continued her education and taught at a few different schools. She became the principal at the Women's Academy in Middlebury, Vermont in 1807. Eventually, she married Dr. John Willard and though her career was interrupted by child rearing, Willard continued her education independently, by studying a male relative's college books. It was then that she became truly aware of what women were missing by not sharing in equality.

Seven years after beginning her career as an educational administrator, Willard boldly expressed her ideas about expanding women's education to the New York legislature. At that time in history, women did not speak in public so she submitted a written proposal. This paper was titled "A Plan for Improving Female Education." She also published the plan and sent copies to all who supported her ideas, including past presidents Thomas Jefferson and

John Adams, as well as James Monroe, who was elected in 1821.

Willard's ideas shocked most of New York's legislators, however, and they especially objected to teaching anatomy to women. She did, however, catch the attention of New York's Governor and of men in the industrial town of Troy as well. The Troy Female Seminary opened in September of 1821, thanks to support from the town's school endowment taxes.

Most recently, statistics show that there are now more women than men enrolled in college, and the trend is continuing. Over the past 30+ years, women have made tremendous strides in reaching educational advancement. This trend has led to workforce changes that have allowed women to achieve economic independence and advancement in all areas of employment.

Even within our agency, the advancement of scientific careers for women clearly leads to a larger pool of smart, motivated and well-trained individuals from which to staff positions with qualified people, regardless of sex. Take a look around; aside from ourselves, we all know someone whose life has been greatly enhanced because of educational opportunities. Few of us would disagree that women around the world have been empowered because of educational opportunity.

**Women should be tough, tender, laugh as much as possible, and live long lives.
The struggle for equality continues unabated, and the woman warrior who is
armed with wit and courage will be among the first to celebrate victory.**

Maya Angelou

Courage is very important. Like a muscle, it is strengthened by use.

Ruth Gordon

**When I dare to be powerful -- to use my strength in the service of my vision,
then it becomes less and less important whether I am afraid.**

Audre Lorde



Diversity Focal Point Spotlight

Travis Wyatt



Travis Wyatt: Pocatello, ID Diversity Focal Point

1) Tell us about yourself.

I'm a General Forecaster at the Pocatello, Idaho office where I started my NWS career as an intern in 2008. My weather career began with the Air Force in 2001 as a forecaster with 5 different assignments. A native of Arkansas, I enjoy the outdoors and like to go hiking, backpacking, rafting and kayaking whenever I get a chance. I've been fascinated with weather and the science about how it works from a young age. I'm married with 5 kids.

2) What does diversity mean to you?

When I think of Diversity I think of everyone treating each other with mutual respect. By doing so, we can learn from all of those around us, as well as enhancing a friendly work environment. We are all different. If we talk negatively about something significant to someone else, we automatically put up a barrier that makes working with that person more difficult than it needed to be. Everyone has something to add most of the time that is different than our own viewpoint. It is important to recognize those different viewpoints, which will foster better team work. All of these concepts not only apply for our co-workers, but for our customers as well.

3) What is the most rewarding thing about being a Diversity Focal Point?

When someone in the office has grown by an activity or bulletin board item I've done. I also like getting inputs from individuals of what they would like to see next. That means they are engaging and I can put a different point of view out there that may have a positive impact on others.

4) What is your biggest challenge as Diversity Focal Point and how do you address it?

Finding activities where everyone can get involved. I have found group activities tend to get better involvement from our staff. However, shift work does make it difficult to get everyone together at once.

5) How do you encourage diversity in the workplace?

My first approach is helping co-workers learn diversity and its importance. I have monthly bulletin board displays on diversity. I also have short diversity trainings during quarterly luncheons. I also will send out e-mails on diversity topics. The second approach is having get-togethers, such as the quarterly luncheons. These luncheons have been a good avenue in learning about each other. It is my goal to learn something new about my co-workers at each luncheon. We recently have expanded our luncheons by inviting local partners to come and discuss their challenges to our staff. Recently we had the from the Shoshone-Bannock tribe emergency coordinators, talk to us about tribal history and challenges they experience. We came away with ideas on how to adjust our product wording to better recognize their diversity to the area.

6) How do you think an effective diversity program helps the National Weather Service?

We all need to work together. Diversity, through mutual respect, allows us to be more effective team members. Thus, allowing us to utilize our best assets which are other people. NWS offices that don't recognize diversity day to day are not likely to have as teams that are as cohesive.



Diversity Movie: Princess Ka'iulani

***By Pam Szatanek:
Meteorologist, WFO Elko, NV***

Princess Ka'iulani is based on the true story of one of the last heirs to the Kingdom of Hawaii.

The movie takes place in the late 1800's, and includes many historical events such as the signing of the Bayonet Constitution.

The film follows Princess Ka'iulani from her education at an English boarding school through her return to her homeland and the myriad of challenges she faced along the way.

There is a Facilitator's Guide on the WR Diversity Sharepoint site. Go to: WR Sharepoint, Diversity/EEO, Stats, Reports and Forms, Diversity Movie Facilitator's Guides.

Duke Kahanamoku, The One Who Loved the Ocean and Lived in Harmony with this Creation

By Brian Garcia, Senior Meteorologist, WFO Eureka, CA

Pacific Islanders have long been passionate mariners, relying on the Ocean for their overall way of life and holding it in the highest esteem. From Rapa Nui in the southeast Pacific, to the Cook Islands in the southwest Pacific, and on up to Hawaiian Islands in the tropical North Pacific, they each hold sacred the rich marine life that is abundant in these highly tectonic waters. Popularity of the Hawaiian Island from



mainlanders of North America skyrocketed in the early 1900's, as more vessel traffic began to transit the Pacific from the west coast of the US, then followed by air travel. Haole's, as foreigners are referred to, came to find the islands alluring, due to its climate and the hospitality of their people, as well as an exciting water activity called surfing. Few Hawaiian ambassadors did more for the islands than the Duke, Duke Kahanamoku.

The Duke was a true water man, competing and medaling in Olympic games for swimming, functioning as a lifeguard that seemed to have no fear, teaching others to swim and respect the Ocean, and is credited as the father of modern surfing. The Duke traveled the world over bringing with him the spirit of Aloha, along with his surfboard and water man skills everywhere he went. The Duke inspired the young people of California to take up the sport of surfing and to live in harmony with the Ocean. As a result, the 1930's through the 1950's saw a steady increase in the amount of surfers in the lower 48. In the 1960's, the TV sit-com "Gidget", pop band "The Beach Boys" and several popular "beach movies" all helped create a surfing boom. The sport continues to grow today with millions of dollars in prize money and sponsorships. Surfing has developed into its own culture over the past 100 years, due to the passion and love for the Ocean and of Duke Kahanamoku and the residents of the state of Hawaii.

Hawaii became the 50th state of the union in 1959, when the Duke was 69 years old. He died 8 and a half years later in 1968 of a heart attack at the age of 77. A grateful nation has remembered the Duke through statues, naming of buildings/locations, and a commemorative USPS stamp in August of 2002. The Duke was also named Surfer Magazine's most influential surfer of all time in 1999. There is little doubt that would change today. So next time you look at the Ocean, whether in your mind, on the web, or from the beach, think how the Duke would see it, and most importantly how those who love the Ocean would treat their food source and playground. As a surfer, the Duke will always embody the spirit of true Pacific Islanders.



Korea's Unique Social Structure

*By James Oh: Meteorologist Intern, WFO Great Falls, MT
Recently transferred to WFO Greenville, SC*

In Confucian tradition, Koreans have lived by an ethic based on five hierarchical relationships: father-son, king-subject, husband-wife, elder-younger and friend-friend. Age is the prime determinant of how one is treated and how one treats others; of course, position is also very important and commands respect. Non-Koreans are sometimes annoyed by the often-asked, "How old are you?" and other seemingly intrusive questions. However, from a Korean perspective, these questions are necessary in order to establish the newcomer's position in the hierarchy.

In some respects, relationships are vertical, as opposed to the horizontal "all people are equal" relationships of the United States. The vertical aspect is built into and enforced by the language, which utilizes different forms depending on whether one is speaking to an older person, a manager or a colleague, a friend (same age), or a child. Only when this is understood can non-Koreans begin to understand why they often encounter questions such as "How old are you?", "Are you married?", "From which university did you graduate?", "What is your position?" or "What is your husband's position?" and, "How much do you make?"

American society would cringe at many of these questions, as they may be too personal for some, but Koreans place great emphasis on their social networks. These networks are based on family, hometowns, provinces, school and university associations and play important roles in professional and social life.

In a traditional Korean workplace, communication tends to move downward through the hierarchy. In the United States, there are typically fewer layers of hierarchy to begin with and there is more upward communication: employees are frequently expected to generate ideas, engage in give-and-take interactions, and evaluate superiors. American employees frequently address superiors by given names, drop into their offices unannounced, and adopt a rather informal presentation style that includes audience interaction. Korean employees pay greater attention to etiquette appropriate for the status of individuals. They are more likely to adopt a formal presentation style for executives within their organizations and do not assume that audience interaction is expected.

Hau`oli Makahiki Hou! *Happy New Year! In Hawaiian*

By Brooke Bingaman: AA/PI SEPM, WFO Sacramento, CA

While living in Hawaii for 5 years, I quickly learned that New Year Festivities were a big deal. In fact, local residents forewarned me that a smoky haze would cover most of the island from all the fireworks, more so than during the Fourth of July! However this smoky haze happened twice for New Year both on December 31st and also to ring in the Chinese New Year, typically in Jan or Feb.

Prior to being settled, Hawaiian natives would typically set aside a four month period to celebrate the New Year, honor the Earth, and cease any wars or conflicts. Now, Hawaii is a melting pot of culture where the New Year is celebrated by a blend of Asian, Polynesian, and Western cultures.

The Chinese New Year tradition, celebrated by many Asian cultures besides the Chinese, is to reconcile, forget all grudges and sincerely wish peace and happiness for everyone. January 23, 2012 marked the beginning of the Year of the Dragon and festivities will last for 15 days, ending in the Lantern Festival on February 6th. Chinese New Year and the Western New Year are both holidays that celebrate a new beginning...a chance to start fresh and focus on new goals.

To give you some inspiration for the upcoming year and in celebration of Asian-American/Pacific Islander month in May, here are several wise proverbs from Asian and Pacific Island cultures. I then give a brief explanation of how they can relate to leadership/diversity/teamwork in our agency:

"Tell me, I'll forget. Show me, I may remember. But involve me, and I'll understand." (Chinese) This is a simple way to explain one of the best methods of mentoring.

"E ho'a'o no i pau kuihewa." Translation: Try it to end the panic. (Hawaiian) Many times we worry about work, especially if a difficult task is at hand. This proverb is similar to Nike's motto "Just do it!"
"Vision without action is a daydream, action without vision is a nightmare." (Japanese) Both vision and action are critical parts of achieving your goals and moving forward with innovation.

"Never forget benefits done you, no matter how small." (Vietnamese) Appreciation in the workplace is one of the most important factors in maintaining high morale.

"A great river does not refuse any small streams." (Korean) The power of our agency lies in the inclusion of all employees and their diverse contributions.

"Like a fish, one should look for a hole in the net." (Samoan) Be creative and continue to think outside the box when faced with an obstacle at work. Don't look at the "net" and immediately give up.

"If you are patient in one moment of anger, you will escape a hundred days of sorrow." (Chinese) This reminds us to pause and listen, especially in times of conflict at work. Doing this can allow you to understand the other person and resolve the conflict quickly instead of feeling ill will towards each other or holding a grudge.

The Auckland Art Gallery: A Tale of two artists obsessed with painting the Maori

By Pamela Szatanek:
Meteorologist WFO Elko, NV

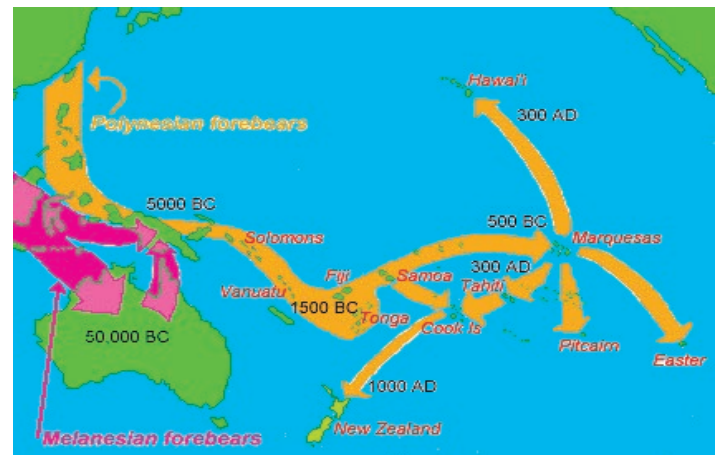


**Above: A painting called Tamati Waka Nene (1890)
by: Gottfried Lindauer,
courtesy of the Auckland Art Gallery Toi o Tāmaki**

As the old adage goes "everything in life is timing", I went down to Auckland to see a rugby match and a poster for The Auckland Art Gallery Toi O Tamaki happened to catch my eye.

Apparently, for the first time in over 30 years, the works of New Zealand's most famous portrait painters Charles Goldie and Gottfried Lindauer were being displayed together in an exhibition. The individual portraits are of the Maori people (Pacific Islanders on New Zealand).

These portraits are visually stunning and dare I say more interesting than the Mona Lisa. They allow a glimpse into cultural history and social structure. Technical excellence, fidelity to the Maori spirit, and impressive drawing skills were the hallmarks of both Lindauer's and Goldie.



**Pacific Islander Migration based on the research of
Dr. Charles F. Urbanowicz (Professor of Anthropology
California State University, Chico)**

Crow Nation

By Julie Arthur: Meteorologist, WFO Billings, MT



A portion of the customer base for WFO Billings, Montana is the Crow Nation, whose reservation is located just to the south of the weather office. In an effort to connect better with these customers, we invited two members of the Crow tribe to speak at our office. On February 9, 2012, Jackson (Jack) Old Horn, a Cartographic Technician from the Bureau of Indian Affairs (BIA), and Bryce Rogers, a Fire Management Officer from the BIA, visited WFO Billings, MT to give a presentation about Crow history, culture, and weather-related items of significance to the Crow.

Jack spoke for close to an hour, relaying his family history, culture, and rules that pertained to the Crow people. He also spoke a few phrases in Crow, which was likely the first time many of the staff had ever heard the Crow language. Jack's presentation was filled with humor which kept the mood light. Some interesting facts that Jack relayed were that his grandmother married an Irishman so that his cousin Bryce, whom he called his "little brother" was part Irish, a fact he teased him about relentlessly. Jack also said that the old Prohibition laws still applied on the Crow Reservation, and that his status in the eyes of the U.S. Government depended on whether he was on or off the Reservation. He challenged us to reflect on whether or not we considered ourselves "racist." Jack believed that your upbringing completely determined whether or not you were racist. When discussing how the Crow obtained their feathers, Jack described a process where they would set bait for an eagle trap and then remove just one feather. He then explained that the Crow were blamed for making eagles extinct.

When asked a question by someone on the WFO staff, Jack would shape his answer into a story complete with a bit of history. One staff member asked whether the term Indian or Native American was more appropriate to use when referring to the Crow. After Jack relayed a story pertaining to the topic, it turned out that the answer depended on the individual's preference. Jack asked us "what would the Indians have been called if Columbus thought he had discovered Turkey instead of India?"

Jack also spoke about his views on leadership, and stated that he was not a good firefighter. He has been fighting fires since 1966. The caveat was that once he considered himself a good firefighter, he would become complacent. He said he really appreciated our fire planning forecasts and made great use of these in his role as Incident Commander and related positions. He also described some of the topography in Big Horn County where the Crow Reservation is located. Some areas in the lee of the mountains did not receive snow due to the funneling of the winds in these areas.

Bryce Rogers said that humor was a large part of the Crow culture as it should be in any office culture. He noted that when he was in Texas, a daily webinar fire briefing helped to let the fire planners plan out their operations for the day, and he asked if that would be possible for our office to carry out. Keith (MIC) and Tom (WCM) are considering this possibility. Jack and Bryce offered us positive feedback on our fire weather services and flood services during last May's flooding.

Out of our staff of 23 people, 15 were able to make the presentation. Everyone seemed very attentive and enjoyed the talk.



WR Diversity Shot
Above: Shad Keene from Medford WFO
Helping with Hispanic Academic Outreach



WR Diversity Shot
Above: Native American Outreach on Earth Day
WFO Elko, WFO

On “Diversity” - Donald Clark, Big and Little Dog - Performance, Learning, Leadership, & Knowledge

Diversity is about empowering people. It makes an organization effective by capitalizing on all of the strengths of each employee. It is not EEO or Affirmative Action. These are laws and policies. While on the other hand, diversity is understanding, valuing, and using the differences in every person.

Simply enforcing government regulations will not get you to the best. To obtain that competitive edge, you need to grow your work-force from groups into teams that use the full potential of every individual. Teams are much more than a group. A group is collection of individuals where each person is working towards his or her own goal, while a team is a collection of individuals working towards a common goal or vision. This helps to create a synergy effect with teams. . . that is, one plus one equals more than two.

An individual, acting alone, can accomplish much; but a group of people acting together in a unified force can accomplish great wonders. This is because team members understand each other and support each other. Their main goal is to see the team accomplish its mission. Personal agendas do not get in the way of team agendas. By using the synergy effect of teams you create a competitive advantage over other organizations who are using people acting alone. You are getting more for your efforts!

One of the main challenges that prevent a group from becoming a team, is the failure

to accept others for what they are. It is only when the group members realize that diversity is the key for turning weak areas into strong areas does the group start to grow into a team. Failing to accept the diversity of others keeps the group members from going after team goals. Goals are individual in nature, that is, they are personal agendas. . . to make them as an individual look good while ignoring the needs of the team.

Embracing diversity is the first item for building teams. Every team building theory states that to build a great team, there must be a diverse group of people on the team, that is, you must avoid choosing people who are only like you. Diversity is what builds teams — a collection of individual experiences, backgrounds, and cultures that can view problems and challenges from a wide-variety of lenses.

Training is the acquisition of technology that permits employees to perform their present job to standards. Education is training people to do a different job. Unlike training, which can be fully evaluated immediately upon the learners returning to work, education can only be completely evaluated when the learners move on to their future jobs.

Development is training people to acquire new horizons, technologies, or viewpoints. For example:

- Training someone to operate a forklift requires about 80% skill (eye hand coordination, deftness with controls,

etc.), 10% knowledge (location of controls, rules, etc.), and about 10% attitude (eagerness to learn, concentrating on precision movements, etc.)

- Training someone to set up formulas in a spreadsheet might require about 20% skill (typing, using a mouse, etc.), 70% knowledge (procedures, reading and interrupting formulas, etc.), and 10% attitude (how hard they believe the task to be, will it help me do my job better, etc.).
- Training a diversity topic would roughly require about 15% skill (interacting with others, soliciting input, etc.), 10% knowledge (knowing culture differences, knowing the terms, etc.), and about 75% attitude (responding to others, changing a deeply held belief, etc.)

This does not mean you cannot go after changing attitudes. In most cases, it is a must. For example, the 1997 Texaco headlines about the racial slurs of its leaders show that attitudes must be changed. If you only rely upon the correct behaviors being displayed without attitudes being changed, then expect to see a headline like this about your organization.

When we attempt to display behaviors that do not coincide with our attitudes, then expect to make big mistakes. Our behaviors are based upon our attitudes. And as stated earlier, training diversity is about 75% attitude. Attempting to change only the other 25% will not work. That 75% attitude is just too great of a number.



Activity: Diversity Puzzles

Put together a crossword puzzle using a site like Puzzlemaker (<http://www.discoveryeducation.com/free-puzzlemaker/>). One can use little factoids about the people in the office (e.g., "Number of cats Michael has", "Steve's daughter's name", "Lynn's dog's name", "Bill's favorite hobby", "Who has a pet named Cozmo?"). The first person to get it done correctly can be awarded an inexpensive prize.

Everyone usually has a lot of fun with this!



Activity: Diversity Scrabble.

Begin with a traditional Scrabble game and assign people into different groups. Try to group people who don't work together on a regular basis (i.e. Electronics Technicians and Meteorologists).

The words spelled can be anything, as long as the group spelling the word can explain how it relates to diversity.

You can learn a lot about each other this way!

WHERE HAVE YOU BEEN ALL YOUR LIFE?

Diversity Activity

By Larry Whitworth: Senior Meteorologist WFO Elko, NV

Over the past few years there has been an increased emphasis placed on recognition and acceptance of the co-worker's position in life. From this perspective, many diversity activities have been developed. One of the most enjoyable exercises the diversity team has undertaken at WFO Elko to date is one that encouraged participants to reflect on where their careers have taken them throughout the years.

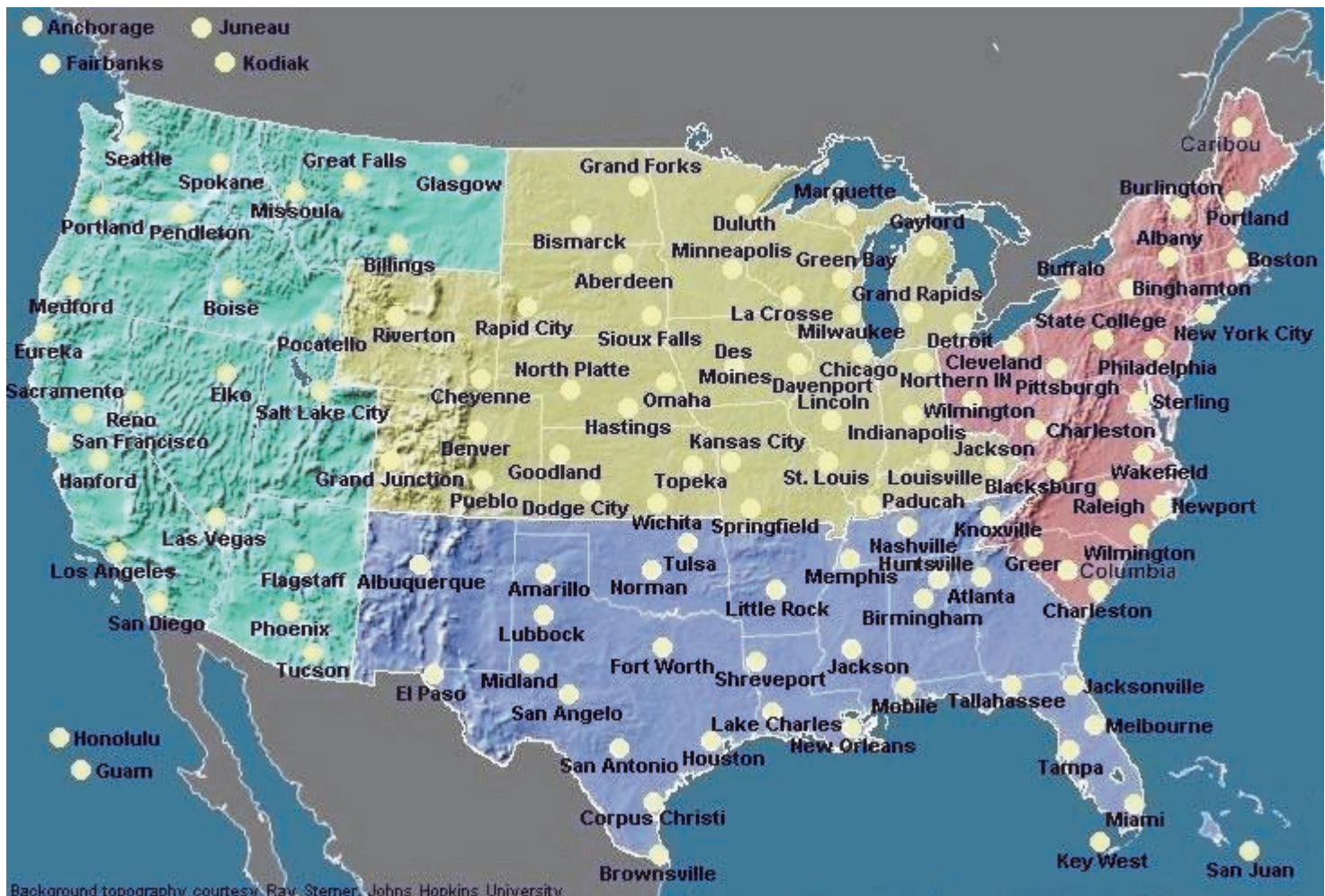
For the "Homes on the Range" exercise each staff member was supplied a United States map with WFO locations plotted. Each participant, and there were many, was asked to draw lines from point to point in ascending order of date and provide brief detail about where they have lived.

The original intent was to see how we all "crossed paths" within the National Weather Service. However, much to our hilarity the diversity team got more than it bargained for. Most decided to start their plots beginning with their place of birth and track their movement from their hometown. For overseas assignments, the arrows went off the map, then returned.

Random group discussions ensued after the maps were completed and posted in a conspicuous location in the Operations area. A few participants were surprised to learn of the information provided by others and how close they came to knowing each other due to their past travels and work experiences.

Sometimes in a work environment it is difficult to take time to connect with your co-workers. The "Home on the Range" diversity exercise was deemed a success not by the diversity team at WFO Elko, but by watching co-workers exchange information in the spirit of camaraderie.

Now that was rewarding!





EEO and Diversity - A Historical Perspective

By Roger Lamoni: WR DAC Chair, WRH SLC, UT

During February's Black History Month, a number of magazine, newspaper and web articles appeared that reminded me of the intense struggles that occurred across our country during the civil rights movement from the 1950s into the 1970s.

Documentary films containing news footage of the time are shocking. It's difficult to believe that such hate could exist in the United States in the latter half of the 20th Century. The recent popular film, "The Help", once again offered a disturbing look at what it meant to be an African-American woman in the South in the early 1960s. These glimpses into the American civil rights movement provide a perfect illustration of the difference between Equal Employment Opportunity, Affirmative Action and Diversity.

Valuing and promoting diversity really means encouraging all of us to utilize our innate talents of inclusion, empathy and compassion to respect and value everyone else. These skills reside in all people and have been used throughout human history to promote healthy and happy societies. Sadly, there have also been times throughout history when tension and chaos caused by separate and unequal treatment of people considered inferior by those in power have generated everything from revolution, war, and civilization collapse, to the birth of religions.

Nearly a century after the U.S. Civil War, separate and unequal treatment of African-Americans was institutionalized across many aspects of American society.

Systematic disfranchisement of African Americans took place in Southern states from 1890 to 1908 and lasted until national civil rights legislation was passed in the mid-1960s. For more than 60 years, for example, blacks in the South were not able to elect anyone to represent their interests in Congress or local government. Elsewhere in the nation, housing and employment discrimination was rampant and considered normal.

In 1954, the U.S. Supreme Court reversed earlier rulings in *Brown vs. Board of Education*, finding that "separate but equal" laws violated the Equal Protection Clause of the 14th Amendment to the Constitution. Although focused on education, this decision added legal standing to the long-

standing moral fight for equal treatment of all citizens. Using Mohandas Gandhi as an example, U.S. civil rights leaders used non-violent behaviors in their effort to change the status quo (mainly in the South). As occurred in India during Gandhi's time (the 1920s and 30s) however, those in power almost immediately turned to violence to stop this perceived threat. This violence in turn was met by violence from those who were poorly treated and seeking change.

As had occurred throughout history, once violence began, it spread to many cities and became increasingly difficult to stop. Our nation was in danger of slipping into another civil war or becoming a police state. The Civil Rights Act of 1964 was passed to avoid this slide and instead began a legal process to dismantle the widespread institutional discrimination that existed in the United States. It ended unequal application of voter registration requirements and racial segregation in schools, at the workplace and by facilities that served the general public ("public accommodations"). President Johnson considered the signing of this historic law so important that he broadcast the signing live as a Presidential Address to the Nation. Equal Employment Opportunity (EEO) and Affirmative Action (AA) laws were later passed to implement the goals of the Civil Rights Act and help prevent a return to a discriminatory society and these laws continue in effect today.

By the 1980s and 90s, both industry and government realized that EEO and AA laws were very successful in bringing many more women, minorities and people with disabilities into their workforces. However, these long overdue changes were creating stress among workers, and diversity programs were introduced as a tool to help handle change at work and elsewhere. Diversity programs were also a way to help workers develop emotional intelligence skills - skills that were fast becoming a requirement of all executives and leaders in government and business. As concepts such as emotional intelligence and soft skills become an ever-growing integral part of today's workforce, we cannot lose sight of where we have been and the EEO and Affirmative Actions laws that have successfully paved the way for today's Diversity

Roger Lamoni

DIVERSITY CAN GET A LOCAL LIFT!

By Brooke Bingaman: AA/PI SEPM,
WFO Sacramento, CA

"Diversity without unity makes about as much sense as dishing up flour, sugar, water, eggs, shortening and baking powder on a plate and calling it a cake."

---C. William Pollard

Diversity and leadership go hand in hand. Leadership is not just about having a team which includes people of different backgrounds. A good leader unites the team, so that it fosters a synergistic environment with the combined strengths and contributions from each member. Two programs within Western Region recognize the importance of diversity and leadership – the DAC (Diversity Action Committee) and LIFT (Leadership and Innovation For Tomorrow). Both the DAC and LIFT strive to empower local offices by creating an effective work environment that serves the needs of our customers as well as its employees.

With government budgets tightening, the need for synergy to fulfill our mission is crucial. A common analogy for the word synergy is that $2 + 2 = 5$, or in other words, the combined effect is greater than the sum of the individual effects. We can continue to deliver our products and enable the U.S. to become a Weather-Ready Nation, even with resources being cut, if we tap into the synergy of our agency. It is up to us to realize that our collective efforts can keep up morale, create innovative solutions, and increase efficiency while protecting lives and property. We can utilize the DAC and LIFT as keys to develop that synergy!

The DAC has Diversity Focal Points in every office and Local LIFT programs are becoming more widespread at the WFO level. Are you a Diversity Focal Point? Have you been through a Regional LIFT class or participate in Local LIFT? Do you simply want to step up your contribution to the team? Our work schedules can be very demanding. Sometimes individuals may struggle to constantly come up with Diversity or Leadership activities. It's time to join forces! Two heads are better than one! The more, the merrier!

Diversity Focal Points can work with Local LIFT programs to put on office activities that enhance and embrace the whole team. If your office does not have a Local LIFT, then ask your MIC if you can start one up. If you aren't a member of the DAC or LIFT, then find out who is in your office, and volunteer to help. Bottom line...get involved and get invigorated!

NOAA NEEDS YOU!

LIFT Coordinator: Dan.Keeton@noaa.gov
DAC Chair: Roger.Lamoni@noaa.gov

Native American SEPM: Vernon Preston, WCM, WFO Pocatello, ID

I am excited about the opportunity to serve our Western Region of the NWS on the Diversity Action Committee as your Native American - Special Emphasis Program Manager. I feel my varied background through our agency and across the United States can lead our agency forward in developing inclusive ideas and opportunities for our staff.



A native of eastern Washington, I grew up in an area rich in Native American culture with the Coeur d'Alene, Nez Perce, Palouse, and Spokane Tribal Nations in my backyard. I attended college at Washington State University (Go Cougs!) minoring in geology/hydrology and completed my meteorological degree at the University of Northern Colorado. My first NOAA experience started in Boulder, CO in NOAA's Ocean and Atmospheric Research group sampling the greenhouse gases. From there I transferred into NOAA's National Weather Service and became a weather forecaster working in three different locations in southern Kansas and chasing storms with fellow weather enthusiasts on occasion. While in Kansas, I worked at one of the nation's first modernized weather offices (Dodge City - #7), which included the newly deployed Doppler Weather Radar. In 1992 I moved to Norman, Oklahoma as a radar instructor for the new training course on Doppler Radar operations. Then I assisted our Western Region offices modernize as I oversaw the installation and initial operation functions of 27 Doppler Weather Radars and installation of the Advanced Interactive Weather Processing System.

For the past fourteen years I have assisted communities across eastern Idaho as their Warning Coordination Meteorologist from Pocatello. My interest in Native American history and challenges were heightened during the bicentennial of the Lewis and Clark expedition when I wrote a book that was published by NOAA and the American Meteorological Society on the weather the Corps of Discovery experienced during the nearly 2 ½ year ordeal. Today, I have the distinct privilege of many friends and partners in emergency management that provide great insights into our Native American culture. Our Shoshone-Bannock Tribal Nation became the first in Idaho to obtain StormReady recognition and we continue to develop new ideas on how our services can assist their community and culture.

As your Native American SEPM I look forward to passing along ideas on how we can provide better services and information to our Native American community and learn about cultural challenges they experience. If you have ideas that you would like me to research please call 208-232-9309 x 223, or email me at vernon.preston@noaa.gov.



Western Region Diversity Action Committee Former Chair Todd Hall

"Thank you all for the honor of serving as your DAC Chair..."

In the day of gridded weather forecasting, online training, and weather stories, it is easy lose sight of what is really important in our tasks...the human connection.

As one generation prepares to leave the workplace and another replaces it, it will be a challenge to maintain human connection. We will need to learn to communicate completely different than the way we have in the past as we cross different paths along the way. With technology comes the loss of situational awareness.

Despite all the technical studies or operational duties that we perform in our jobs, what matters more is the end product. It is a product most employees rarely see: the lives that you have touched by your forecast, the repair work that is done to a system, or the time you took out of your busy schedule to help someone.

Before being selected for the WR DAC, I struggled with the mundane tasks of shift duties and grid editing. Feeling more machine than human, I decided to break the cycle and applied for the Western Region Diversity Action Committee. What I fell into was much more. Since joining the DAC in 2004, my outlook on my personal and career life will never be the same.

Despite the changing group of faces, the teamwork and camaraderie displayed by those on the DAC have been inspiring. For those members past and present, it has been honor to serve along the

best group of people in the National Weather Service. Despite all of the hard work placed into the Diversity Management Program, I would not trade a minute of it because of the enjoyment that came out of doing it. I have made mistakes and missteps along the way which I have learned from and addressed, but the importance is that I learned something about myself and the people I work with.

While the mainstream media message of diversity seems to place more focus on the Equal Employment Opportunity and Affirmative Action messages, diversity is a characteristic that makes each of us the people we are. Diversity is more about learning about yourself and the people you interact with. From the genetic make-up to the places we live (or have lived), all influence our decisions, methods of communication and approaches to certain situations. The Diversity Management Program allowed me to learn about others and see different viewpoints and ways of doing things in striving for a common goal.

One of the goals of the DAC is to make the National Weather Service a better place to work. Through understanding comes compassion and empathy, and through compassion and empathy comes happy and healthy employees. Once understood, we are enabled and empowered to do our jobs better. This is where the human connection comes into play. Not only will the National Weather Service be the best agency to work for, but each individual will be enabled and empowered to impact and save more lives.

DIVERSITY SHOT FROM WFO GLASGOW, MT



Left to Right: Brad Mickelson, Rob Smith, Patrick Gilchrist, Grant Hicks, and Gregory Forrester.

In the spirit of Movember, five forecasters from the National Weather Service in Glasgow, Montana participated in a beard growing contest to raise money for men's health charities.

General Forecasters Rob Smith, Grant Hicks, Brad Mickelson, along with Lead Forecasters Greg Forrester and Patrick Gilchrist participated in the three-month long contest. The participants were judged on style, grooming, fullness, originality, and length.

Gregory Forrester, who had not previously shaved in over 20 years, was declared the winner. Greg decided to donate the \$100 raised to the local Hospital Foundation in the name of men's health issues.

For next year, NWS Glasgow is planning on a true Movember moustache-growing contest during the month of November and would like to challenge other forecast offices around the country to participate as well. It's a fun way to raise money and awareness for men's health issues, specifically benefiting the Prostate Cancer Foundation and LIVESTRONG. For more details on Movember visit us.movember.com.

Farewell from DAC Management Rep Tom Evans, WCM, WFO Monterey, CA



What serving on the Diversity Action Committee has meant to me...

About six years ago I was considering applying for a position on the Diversity Action Committee and thought to myself, how can a white male from Arizona contribute to such an involved and varied group? Heck, I've had it easy all my life not worrying about prejudices. Then I began to look deep inside myself and thought about all the prejudices and stereotypes I've carried with me through the years. I was shocked! How did these biases end up as part of my mental state? Handed down from my family, through personal experiences, religion? I couldn't believe how I was judging others. How could I have these preconceived notions? I was resolved to change my attitude and help others to see that merit, not labels, makes us individuals who deserve a chance to represent ourselves and not be placed in a category based on predetermined perceptions. Therefore, I applied to be a part of the Committee and was fortunate they accepted me.

The Diversity Action Committee has been a great group of people to work with and has helped me reject my prejudices and encouraged me to base my views on an individual's actions. They have also guided me toward helping others with acceptance. Through the last six years I have learned how important diversity is when working on teams. The vast experiences that varied team members bring are invaluable in discovering the best ideas and solutions. I am blessed to have worked with such enthusiastic, open-minded people and will miss the frequent interaction, as I am moving on to the Honolulu Weather Forecast Office as the Director of Operations. Therefore, I will have to resign from the committee as the management representative. I know I will continue to rely on committee members to help me grow. Thank you for such a great experience!

Tom Evans



WESTERN REGION DIVERSITY MISSION STATEMENT:

"To recognize each person as a valuable resource of new ideas and perspectives, talents, and skills; all working together to accomplish the mission of the NWS."

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